DOCUMENT RESUME

ED 458 847 HE 034 476

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TITLE	Higher Education Staff.
INSTITUTION	National Education Association, Washington, DC. Higher Education Research Center.
PUB DATE	1999-09-00
NOTE	8p.; Theme issue.
AVAILABLE FROM	For full text: http://www.nea.org/he.
PUB TYPE	Collected Works - Serials (022) -- Reports - Research (143)
JOURNAL CIT	NEA Higher Education Research Center Update; v5 n2 Sep 1999
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*College Faculty; *Employment Patterns; *Higher Education; *School Personnel; *State Legislation; Teacher Student Relationship; Tenure
IDENTIFIERS	*Right to Work Laws

ABSTRACT

This report reviews changes in higher education staff by occupation between 1993 and 1997. Specific attention is paid to staffing patterns in states with right to work laws compared to those without it. When a state enacts a right to work law, it can be assumed it is not supportive of public unions. This analysis is based on data from the National Center for Education Statistics 1997 Fall Staff in Postsecondary Institutions data file. The number of higher education employees increased very slightly between 1993 and 1997, as did full-time equivalent (FTE) student enrollment. The ratio of staff to FTE students remained nearly constant. Over the same time period, part-time staff increased 7%, while full-time staff declined 1%. The number of part-time employees increased in all occupational categories. The percentage of women in higher education remained constant from 1993 to 1997, but the share of women in clerical and secretarial positions decreased, and women represented a large share of full-time and part-time employees in executive and administrative and faculty positions in 1997 than in 1993. The share of Hispanic, African American, or American Indian higher education staff changed little from 1993 to 1997, and the share of new hires that were minority decreased slightly. The economic expansion of the Southern and Plains states, often states with right to work laws, resulted in higher education enrollment and staffing increases between 1993 and 1997. In states without a right to work law, although the number of faculty decreased, the number of new faculty hires with tenure increased. This may indicate a general trend to reduce job security among faculty in right to work states. (SLD)

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Higher Education Staff

This report reviews changes in higher education staff by occupation between 1993 and 1997. Specific attention is paid to staffing patterns in states with right to work laws compared to those without. When a state enacts a right to work law, this provides an indication of the stateÕs policy toward unions and it can be assumed that it is not supportive of public unions.[1]

The National Center for Education Statistics (NCES) 1997 Fall Staff in Postsecondary Institutions data file is the basis of this analysis. These data represent the most current and only comprehensive data source on the number of employees working in higher education institutions. The Fall Staff Survey organizes higher education staff into seven categories: faculty, executive and administrative, other professional, technical and paraprofessional, clerical and secretarial, skilled crafts, or services and maintenance.

OVERVIEW

The number of higher education employees increased very slightly between 1993 and 1997, as did full-time equivalent (FTE) student enrollment, 2 compared with 1 percent (Table 1). Consequently, the

Table 1

Number of higher education staff by employment status and primary occupation 1993 and 1997, and percent change from 1993 to 1997

	1993	1997	% Change 1993-1997
Full-time staff			
Faculty	540,845	542,398	0.3%
Executive, administrative, managerial	132,478	133,926	1.1%
Other professionals	348,063	371,036	6.6%
Technical, paraprofessionals	141,769	135,881	-4.2%
Clerical, secretarial	346,745	324,158	-6.5%
Skilled crafts	60,824	59,272	-2.6%
Service, maintenance	188,354	173,425	-7.9%
Total	1,759,078	1,740,096	-1.1%
Part-time staff			
Faculty	361,099	379,881	5.2%
Executive, administrative, managerial	5,687	6,428	13.0%
Instruction, research assistants	202,162	218,159	7.9%
Other professionals	68,066	76,683	12.7%
Technical, paraprofessionals	40,400	43,691	8.1%
Clerical, secretarial	83,881	93,640	11.6%
Skilled crafts	2,976	3,407	14.5%
Service, maintenance	39,018	41,136	5.4%
Total	803,289	863,025	7.4%
Total, all staff	2,562,367	2,603,121	1.6%
FTE students	9,950,387	10,074,655	1.2%
Total, all staff/FTE students	0.2575	0.2584	0.3%
New hires			
Faculty, tenured	2,421	2,875	18.8%
Faculty, non-tenured, on track	14,393	13,907	-3.4%
Faculty, not on track	17,538	18,006	2.7%
Executive, administrative, managerial	5,127	5,637	9.9%
Other professionals	23,106	25,426	10.0%
Technical and paraprofessionals	8,934	9,285	3.9%
Clerical and secretarial	16,305	16,523	1.3%
Skilled crafts	1,500	1,507	0.5%
Service/maintenance	8,773	9,209	5.0%
Total	98,097	102,375	4.4%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions data file, 1993, 1995, 1997. (Washington, D.C.)

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ratio of staff to FTE students remained nearly constant. Over the same time period, part-time staff increased 7 percent, while full-time staff declined 1 percent.

The number of part-time employees in all occupational categories increased; however, only three of the seven full-time occupational categories had positive job growth. Among the full-time staff, the largest increase by occupational category was in other professional staff[7], a 7 percent increase, while the largest loss was in service and maintenance employees, down 8 percent. Among the part-time staff, the number of skilled craft positions increased 15 percent, followed closely by executive and administrative and other professionals, both with 13 percent increases.

Among newly hired full-time staff, tenured faculty experienced the largest growth (19 percent) from 1993 to 1997. However, the number of non-tenured faculty on tenure track decreased 3 percent while those with term appointments increased 3 percent. Overall, the number of newly hired staff increased 4 percent from 1993 to 1997.

Table 2

Percentage of full- and part-time and newly hired staff in higher education institutions that were women by primary occupation for 1993 and 1997, and difference between 1993 and 1997

	1993	1997	Difference
Full-time staff			
Faculty	33.5%	35.9%	2.4%
Executive, administrative, managerial	41.9%	45.2%	3.3%
Other professionals	59.8%	59.2%	-0.5%
Technical, paraprofessionals	58.6%	58.9%	0.3%
Clerical, secretarial	90.6%	90.0%	-0.6%
Skilled crafts	5.1%	5.5%	0.4%
Service, maintenance	37.2%	37.0%	-0.1%
Total	52.0%	52.5%	0.5%
Part-time staff			
Faculty	46.6%	47.1%	0.5%
Executive, administrative, managerial	54.9%	56.5%	1.5%
Instruction, research assistants	40.7%	43.5%	2.8%
Other professionals	65.5%	64.8%	-0.8%
Technical, paraprofessionals	65.4%	62.5%	-2.9%
Clerical, secretarial	79.0%	75.1%	-3.9%
Skilled crafts	30.6%	29.0%	-1.6%
Service, maintenance	44.5%	45.0%	0.5%
Total	51.0%	51.5%	0.5%
Total, all staff	51.7%	52.2%	0.5%
New hires			
Faculty, tenured	36.4%	40.4%	4.0%
Faculty, non-tenured, on track	44.0%	43.5%	-0.5%
Faculty, not on track	46.8%	45.3%	-1.5%
Executive, administrative, managerial	46.5%	47.6%	1.1%
Other professionals	56.3%	56.2%	-0.1%
Technical and paraprofessionals	60.3%	57.1%	-3.3%
Clerical and secretarial	87.8%	86.5%	-1.3%
Skilled crafts	10.1%	10.5%	0.4%
Service/maintenance	33.3%	39.0%	5.7%
Total	54.6%	54.4%	-0.2%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions data file, 1993, 1995, 1997. (Washington, D.C.)

EMPLOYEES BY GENDER

Although the percent of women in higher education remained constant from 1993 to 1997, several interesting changes took place (Table 2). First, the share of women in clerical and secretarial positions decreased over the time period for both part- and full-time workers. Further, women represented a larger share of both full- and part-time employees in executive and administrative and faculty positions in 1997 than they did in 1993. Finally, although other professional positions increased overall for full- and part-time staff, the share of these positions held by women decreased slightly from 1993 to 1997.

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Overall, women as a share of new hires remained constant from 1993 to 1997. The share of women who were newly hired as tenured faculty increased, as did those in service and maintenance jobs. The share of women in technical and paraprofessionals, non-tenured faculty, other professionals, and clerical and secretarial positions declined.

HISPANIC, AFRICAN AMERICAN AND AMERICAN INDIAN EMPLOYEES

The share of Hispanic, African American or American Indians higher education staff changed little from 1993 to 1997 (Table 3). The share of new hires that were minority decreased from 1993 to 1997 by 1 percent, the largest decrease being tenured faculty (4 percent) and service and maintenance employees (2 percent).

INSTITUTIONAL TYPE AND CONTROL

Table 4 displays the number of staff members by occupational category in public 2- and 4-year and independent institutions in 1993 and 1997, and the percentage change. Overall, the number of staff members in public 2-year institutions remained nearly constant, while the number in public 4-year institutions increased 5 percent and the number in independent institutions declined 3 percent from 1993 to 1997.

Table 3

Percentage of full-time newly hired staff in higher education institutions that were African American, Hispanic or American Indian by primary occupation for 1993 and 1997, and change from 1993 to 1997

	1991	1997	Difference
Faculty, tenured	14.9%	11.4%	-3.5%
Faculty, non-tenured, on track	11.0%	10.0%	-1.1%
Faculty, not on track	10.1%	9.3%	-0.8%
Executive, administrative, managerial	15.4%	14.6%	-0.8%
Other professionals	13.8%	13.6%	-0.1%
Technical and paraprofessionals	19.8%	19.1%	-0.8%
Clerical and secretarial	23.3%	23.6%	0.3%
Skilled crafts	19.9%	19.7%	-0.2%
Service/maintenance	42.7%	40.8%	-1.9%
Total	17.6%	17.0%	-0.7%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions data file: 1993, 1995, 1997. (Washington, D.C.)

Faculty positions shifted toward part-time employment. The largest change in faculty employment was the 19 percent increase in part-time faculty in public 4-year institutions, while full-time faculty members in public 4-year institutions increased by 2 percent. The number of full-time and part-time faculty members in public 2-year institutions decreased 4 and 1 percent, respectively.

Other staff experienced significant growth in the share of part-time staff. Part-time executive and administrative positions increased 19 percent in public 2-year, 11 percent in public 4-year, and 12 percent in independent institutions. Also, the number of part-time other professional positions increased 24 percent in public 2-year institutions and 17 percent in public 4-year institutions.

Other changes in staffing patterns by occupational categories included a decline in the number of full-time clerical, secretarial, skilled crafts and service and maintenance employment positions in public 2-year institutions from 1993 to 1997. Public 4-year institutions lost positions in full-time technical, paraprofessional, clerical and secretarial and service and maintenance positions over the same time period. These changes may reflect displacement of regular employees in these occupations by increasing use of computers or contracting with outside organizations for the services.

RIGHT TO WORK STATES

Staffing changes from 1993 to 1997 were evident for states with a right to work law com-

Table 4

Number of full- and part-time staff in higher education institutions by primary occupation and institution type and control for 1993 and 1997, and change from 1993 to 1997

	Public 2-year			Public 4-year			Independent		
	1993	1997	% chg	1993	1997	% chg	1993	1997	% chg
Full-time staff									
Faculty	95,934	92,593	-3.5%	287,372	293,259	2.0%	157,539	156,546	-0.6%
Executive, administrative, managerial	19,482	19,545	0.3%	56,428	57,641	2.1%	56,568	56,740	0.3%
Other professionals	27,533	28,464	3.4%	208,650	232,446	11.4%	111,880	110,126	-1.6%
Technical, paraprofessionals	18,995	21,010	10.6%	80,272	78,311	-2.4%	42,502	36,560	-14.0%
Clerical, secretarial	46,343	43,668	-5.8%	185,478	175,515	-5.4%	114,924	104,975	-8.7%
Skilled crafts	5,408	4,935	-8.7%	39,053	39,408	0.9%	16,363	14,929	-8.8%
Service, maintenance	22,255	20,868	-6.2%	105,330	99,752	-5.3%	60,769	52,805	-13.1%
Total	235,950	231,083	-2.1%	962,583	976,332	1.4%	560,545	532,678	-5.0%
Part-time staff									
Faculty	176,829	174,547	-1.3%	88,565	105,150	18.7%	95,705	100,184	4.7%
Executive, administrative, managerial	1,369	1,628	18.9%	1,814	2,008	10.7%	2,504	2,792	11.5%
Instruction, research assistants	2,742	3,503	27.8%	171,644	180,665	5.3%	27,776	33,991	22.4%
Other professionals	7,814	9,670	23.8%	38,436	44,933	16.9%	21,814	22,080	1.2%
Technical, paraprofessionals	12,075	12,890	6.7%	19,605	22,591	15.2%	8,720	8,210	-5.8%
Clerical, secretarial	24,144	26,832	11.1%	31,688	41,128	29.8%	28,049	25,680	-8.4%
Skilled crafts	716	1,237	72.8%	1,407	1,322	-6.0%	853	848	-0.6%
Service, maintenance	7,749	8,402	8.4%	15,396	19,175	24.5%	15,873	13,559	-14.6%
Total	233,438	241,478	3.4%	368,557	416,972	13.1%	201,294	207,344	3.0%
Total, all staff	469,388	469,886	0.1%	1,331,140	1,392,243	4.6%	761,839	738,257	-3.1%
FTE students (in thousands)	2,983,467	2,964,577	-0.6%	4,699,051	4,751,894	1.1%	2,312,169	2,358,184	2.0%
Total, all staff/FTE students	0.1573	0.1585	0.7%	0.2833	0.2930	3.4%	0.3295	0.3131	-5.0%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions data file, 1993, 1995, 1997. (Washington, D.C.)

pared to those without. Overall, as the Southern and Plains states experienced economic growth (right to work states are mostly in the south and the plains), enrollment increased 5 percent as did the number of higher education staff members. In comparison, enrollment and the number of staff remained relatively constant in states without a right to work law (Table 5).

Differences existed in employment of faculty members between the two groups of states. The number of full-time faculty members increased 4 percent in states with a right to work law, while those in states without a right to work law experienced a 2 percent decline. This average hides the fact that states with a right to work law hired 25 percent fewer tenured faculty members in 1997 than they did in 1993, while states without a right to work law hired 45 percent more tenured faculty members in 1997 than in 1993. Further, the number of tenure track new hires declined 15 percent in states with a right to work law while the states without a right to work law hired 4 percent more faculty members on tenure track in 1997 than in 1993.

In both state groups, the number of part-time staff increased. States without a right to work law experienced a 7 percent increase in part-time staff and states with a right to work law had an 11 percent increase. However, the number of full-time staff members increased in states with the right to work law by 4 percent, while states without the right to work law experienced a staffing decline of 4 percent.

The number of part-time executive and administrative employees increased 42 percent

between 1993 and 1997 in states with a right to work law, while they increased by 7 percent in the states without a right to work law. Also, other full- and part-time professional positions grew at a faster rate in the right to work states than in the other states (23 and 14 percent in the right to work states and 9 and 3 percent in those without right to work legislation). Finally, the right to work states hired 18 percent more executive and administrative employees in 1997 than they did in 1993; however, states without a

Table 5

Number of full- and part-time staff in higher education institutions by primary occupation and whether state has right to work law for 1993 and 1997, and change from 1993 to 1997

	1993		1997		Percent change 1993-1997	
	Yes	No	Yes	No	Yes	No
Full-time						
Faculty	358,790	182,055	353,429	188,969	-1.5%	3.8%
Executive, administrative, managerial	91,565	40,913	91,009	42,917	-0.6%	4.9%
Other professionals	226,006	122,057	232,420	138,616	2.8%	13.6%
Technical, paraprofessionals	87,611	54,158	78,369	57,512	-10.5%	6.2%
Clerical, secretarial	225,602	121,143	206,823	117,335	-8.3%	-3.1%
Skilled crafts	38,398	22,426	36,060	23,212	-6.1%	3.5%
Service, maintenance	121,902	66,452	109,772	63,653	-10.0%	-4.2%
Total	1,149,874	609,204	1,107,879	632,214	-3.7%	3.8%
Part-time						
Faculty	260,585	100,514	274,197	105,684	5.2%	5.1%
Executive, administrative, managerial	4,641	1,046	4,944	1,484	6.5%	41.9%
Instruction, research assistants	136,261	65,901	145,398	72,761	6.7%	10.4%
Other professionals	49,844	18,222	54,331	22,352	9.0%	22.7%
Technical, paraprofessionals	28,752	11,648	30,433	13,258	5.8%	13.8%
Clerical, secretarial	59,986	23,895	63,953	29,687	6.6%	24.2%
Skilled crafts	2,039	937	1,948	1,459	-4.5%	55.7%
Service, maintenance	26,262	12,756	27,345	13,791	4.1%	8.1%
Total	568,370	234,919	605,318	260,476	6.5%	10.9%
Total, all staff	1,718,244	844,123	1,710,409	889,977	-0.5%	5.4%
FTE students	6,526,554	3,423,833	6,547,531	3,527,124	0.3%	3.0%
Total, all staff/FTE students	0.26	0.25	0.26	0.25	-0.8%	2.3%
New hires						
Faculty, tenured	1,517	904	2,196	679	44.8%	-24.9%
Faculty, non-tenured on track	8,813	5,580	9,155	4,752	3.9%	-14.8%
Faculty, not on track	11,214	6,324	11,414	6,592	1.8%	4.2%
Executive, administrative, managerial	3,571	1,556	3,808	1,829	6.6%	17.5%
Other professionals	14,094	9,012	15,301	10,125	8.6%	12.4%
Technical, paraprofessionals	5,151	3,783	5,519	3,766	7.1%	-0.4%
Clerical, secretarial	9,122	7,183	9,043	7,480	-0.9%	4.1%
Skilled crafts	729	771	723	784	-0.8%	1.7%
Service, maintenance	4,731	4,042	4,802	4,407	1.5%	9.0%
Total	58,942	39,155	61,961	40,414	5.1%	3.2%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions data file, 1993, 1995, 1997. (Washington, D.C.)

right to work law hired 7 percent more executive and administrative employees.

CONCLUSION

The number of higher education staff grew slightly from 1993 to 1997 with the majority of the growth in part-time staff members. The number of staff positions grew at a slightly faster pace than that of enrollments. Among full-time staff, the largest growth was in other professional positions.

Higher education institutions experienced occupational changes by gender and race/ethnicity from 1993 to 1997. The portion of full-time faculty members and executive and administrative positions held by women increased slightly, as did the number of newly hired tenured faculty. The overall share of minorities in higher education employment decreased slightly while the share of minorities in technical, paraprofessional and clerical, secretarial positions increased.

The economic expansion in the Southern and Plains states, often states with right to work laws, resulted in higher education enrollment and staffing increases between 1993 and 1997. In states without a right to work law, although the number of faculty decreased, the number of new faculty hires with tenure increased sharply between 1993 to 1997. This may indicate a general trend to reduce job security among faculty in right to work states.

ENDNOTES

[1]States with Right to Work Laws are: Alabama, Arizona, Arkansas, Florida, Georgia, Idaho, Iowa, Kansas, Louisiana, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wyoming.

[2]Other professionals are non-teaching employees with baccalaureate degrees who are not executives or administrators, i.e.,

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